

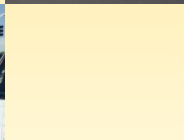
TRANSEND

May 2007

A magazine for employees, retirees and stakeholders of the Arizona Department of Transportation

INSIDE

DBE awards luncheon	4
New vehicle registration	6
Sonora links with 5-1-1	8
Are you ready?	8
Workers aid fellow employee	9
ADOT Leadership Network	11



HIS JOB IS Like WATCHING

PAINT FADE

Story on Page 3



Jeff Faulkner, a chemist with the Materials Group Central Lab in Phoenix, does a quality control check of reflective materials to be used for signage. The return retiree studies the material for light-fastness as part of the National Technical Evaluation Program.



Victor Mendez
Director

ADOT employees contribute significantly to the quality of life of the citizens of the State of Arizona. Your devotion to excellence and duty, are to be commended. That is why I take pleasure in joining with Governor Janet Napolitano as she declares May 9 as Public Service Recognition Day.

I want to thank each one of you for your commitment to service and professionalism. I firmly believe that ADOT has the most professional and talented employees in state government. You make me proud to serve as director of this agency.

Your attempt to confront issues ethically and with truthfulness every day impacts our constituents.

Whether it is serving customers at MVD offices, maintaining highways, protecting our ports of entry, delivering projects, or dealing with difficult issues at public hearings, you handle your jobs, at times under pressure, with grace and dignity.

You are meeting the challenges of an ever increasing population and are working to maximize the impact of how we manage our funds. In addition, you ensure that the citizens of Arizona have well planned, constructed and maintained highways; safe and secure public transportation; securely built airports, and safe drivers.

National Public Service Recognition Week (May 7-13) has been established to inform citizens about the quality of people who work in government and the value of the services they perform, to encourage excellence among public employees, and to promote interest in civil service careers. We pay tribute to public service employees and the spirit with which they pursue their tasks.

I wish that time and circumstances afforded me the opportunity to personally greet each of you and to express my deep gratitude for performing activities that are essential to the efficient and effective operation of ADOT. The unselfish contributions that you make to this agency and the citizens of Arizona do not go unnoticed. I encourage managers and supervisors to convey, on my behalf, to each of you, my pleasure to serve as your director.

Sincerely,

Victor M. Mendez,

Director



TRANSEND

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WATCHING PAINT FADE

By Ron Loar
Editor

Testing materials to be used in highway signs in Phoenix is not a half-baked idea. With its intense heat and long hours of sunshine, combined with arid conditions, Phoenix is the ideal location to test aluminum sheeting and polymer coatings for light-fastness and durability.

ADOT, as part of the National Transportation Product Evaluation Program (NTPEP), tests product samples for highway signs, paint used in striping highways and compounds that are used to seal cracks and potholes in roadways.

Jeffrey Faulkner, a chemist, who retired after 32 years of employment with ADOT, comes back to the laboratory once or twice a week to assist with chemical analyses. He is one of many return-retirees, who bring their expertise back to the workforce on a part-time basis.

He routinely checks on the condition of dozens of rectangular swatches of colored aluminum samples that are bolted to a frame at the lab's test site near I-17 and Bethany Home Road in

Phoenix. Faulkner records such details as fading, cracking and peeling. Temperatures in excess of 100 degrees play havoc on signs, the chemist said. The brutal climate makes an excellent proving ground.

Jim Delton, assistant state engineer in charge of the Materials Group, says, "If it doesn't fade here, it's good enough anywhere."

After three years in the sun, the samples are taken to the Central Lab where chemists test the reflectivity of the signs. "We need to know the luminance of the material, or how bright it is under the headlights of passing vehicles," according to Faulkner.

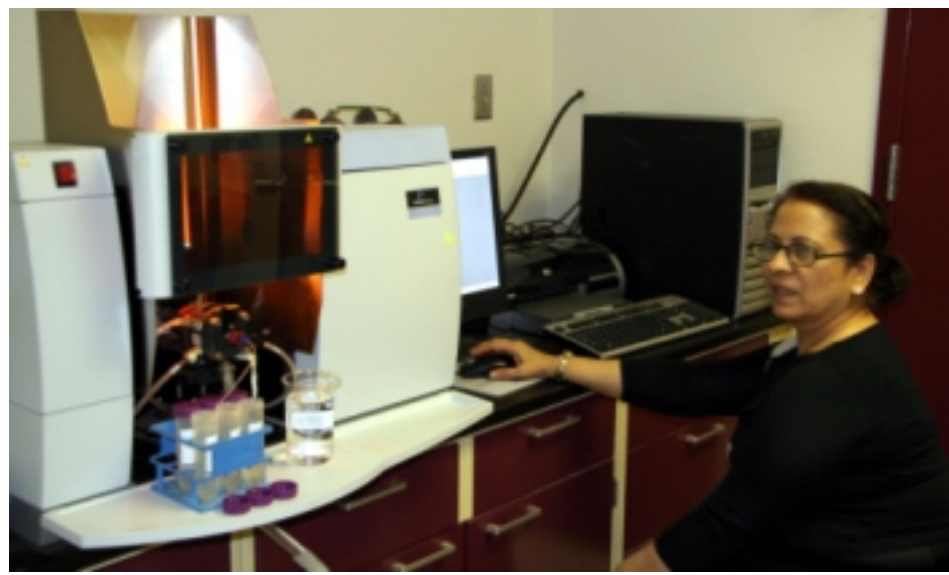
Rammy Chawla, a chemist with ADOT for the past year, performs laboratory analyses on materials submitted for testing. Anything from paint to concrete and steel, she analyses for composition and permanence.

Before coming to ADOT, Chawla had been a chemist with the Arizona Department of Health for 18 years.

In addition to testing signage materials and paint, the laboratory performs quality control testing on cement, sand, aggregate and water. The chemists also perform product evaluations on construction materials to determine if they are as superior as the manufacturers claim.

NTPEP is a part of the American Association of State Highway Transportation Officials (AASHTO) through cooperative partnership with industry. "Participation in this program is just one more way that ADOT insures the quality of materials used in highway construction and signage," says ADOT Director Victor Mendez, who serves as president of AASHTO. **TS**

At the Central Lab at 1221 N. 21st Ave. in Phoenix, Rammy Chawla, a chemist, performs a chemical compound test on a sample. Using an atomic absorption spectrometer, she evaluates the specific components of concrete and other samples submitted for evaluation.



Disadvantaged Business Enterprise Conference

Partnering Through Diversity luncheon recognizes contributors, achievers

Connecting minority-owned and disadvantaged enterprises with opportunities to do business with the State of Arizona was the focus of the Partnering Through Diversity Conference.

Hosted by ADOT's Disadvantaged Business Enterprise Program, the annual event held in the Hyatt Regency Hotel in downtown Phoenix, April 24-25, attracted over 200 small business leaders – most looking for ways to garner more business with state government.

Workshops covered such topics as Understanding Liability Insurance, Providing Affordable Health and Fringe Benefits for Employees; Controlling Project Costs, Time, and Resources; and Estimating and Bidding.

Other presentations showed business operators about Marketing Strategies, and taught them how to Write Winning Proposals.

An intense two-part Hands-on Bidding Lab provided insights into the bidding process and gave participants opportunity to examine bidding forms, while learning about marketing and negotiating the subcontract.

Larry Tweet, chief procurement officer for ADOT, along with Faye Miles of the Arizona State Procurement Office, conducted sessions on How to Do Business with the State of Arizona. Participants were educated about how to become a supplier to the state, and how to use the state's on-line procurement system.

Minority and women entrepreneurs own 39 percent of small businesses in Arizona. Tweet says that state agencies are required to seek small business sources each time they obtain purchase quotations.

Eugene Walker, director of Diversity Affairs for Texas-based Austin Industries, was the keynote speaker for the luncheon. He stressed the importance of developing a culture of including

minorities in the contracting with state and private industries. He said that “we have a social and moral responsibility to make more jobs available to the disadvantaged.”

Ricardo Carlo, executive director for the Associated Minority Contractors of America, served as master of ceremonies for the awards luncheon. He is an advocate on the behalf of minority and women contractors in Arizona.

Assisting Carlo in presenting four DBE awards were Lisa Wormington, Civil Rights administrator for ADOT; and Ralph Gonzales, manager of ADOT's DBE Supportive Services Program.

Continued on Page 6

Amir Sakhi (right) of ADOT Procurement Group, answers questions from Wendy Cannon-Gunn, an IT training specialist from Gunn Training Solutions of Surprise, Arizona. Several state, county and city government offices, as well as contracting firms, had displays at the Partnering Through Diversity ADOT Annual DBE Conference held April 24 and 25 in Phoenix.



DBE Luncheon awards

Continued from Page 5

Small Contractor of the Year was awarded to Fann Contracting, Inc. Of Prescott. The highway contracting firm performs asphalt paving, road construction, airport runway construction, and environmental clean-up. Michael Fann, owner of the company, accepted the award.

Large Prime Contractor of the Year was presented to Austin Bridge & Road, with primary offices in Phoenix. Accepting the award on behalf of the contractor were Tim Muller and Doug Hale.

DBE Engineering Consultant of the Year went to Corral Dybas Group, a landscape architecture, environmental design build consulting firm based in Phoenix.

DBE Construction Company of the Year recipient was Arizona Highway Safety Specialists, Inc. Karen Fann, founder of the corporation that specializes in guardrail and signs for highways, received the award. The company is located in Chino Valley.

Partnering with ADOT's DBE Program to sponsor the conference were Turner Construction Company of Tempe; Metro Light Rail; Arizona Department of Commerce; Arizona Chapter of Associated General Contractors; and Austin Bridge & Road.

Other sponsors included APS, HDR, Highland Engineering, BidSource, the Sundt Inc., AMCA, and Mountain Power Electrical Contractors, Inc.



Mike Fann of Fann Contracting, Inc., is congratulated by Ralph Gonzales, while Lisa Wormington waits to present him with an award for Small Prime Contractor of the Year.



Austin Bridge & Road was named Large Prime Contractor of the Year. Tim Muller and Doug Hale accepted the award from Lisa Wormington and Ralph Gonzales.



Roger Dybas of Corral Dybas Group, received the award for DBE Consulting Firm of the Year from Lisa Wormington and Ralph Gonzales.



DBE Construction Company of the Year was awarded to Karen Fann of Arizona Highway Safety Specialists, Inc. Presenting the award were Lisa Wormington and Ralph Gonzales.

MVD streamlines renewal process

Vehicle registration just got faster, easier

By Jim Cullison

MVD Project Support Manager

That little registration tab that you stick in the corner of your license plate is getting a makeover.

It is part of an MVD project to streamline the vehicle registration renewal process by eliminating much of the manual labor involved with the renewals and getting the registration forms and tab into the vehicle owner's hands quicker.

The project is rolling out in phases. The first phase began last fall with introduction of a redesigned registration renewal notice. The second was launched in April when MVD began sending the newly designed tab and registration form to owners who renew their registration on MVD's web site, ServiceArizona.

The most notable aspect to the vehicle owner will be the new tab. It will have both the expiration month and year printed on it, and the tab number will now match the vehicle's license plate number.

"Matching the tab number with the license plate and not printing a bulk supply of tabs in advance provides better security and will help reduce fraudulent use of registration tabs," said Penny Martucci, MVD assistant director who co-chaired the project team along with Bill Beckett, MVD Distribution Center supervisor.


The tab and registration form will come in a sealed envelope with the tab printed onto a section of the form where it can be peeled off by the owner. No more tabs stapled onto the registration form in little plastic bags. No more tab numbers penciled-in on the registration form. Those manual steps are being eliminated.

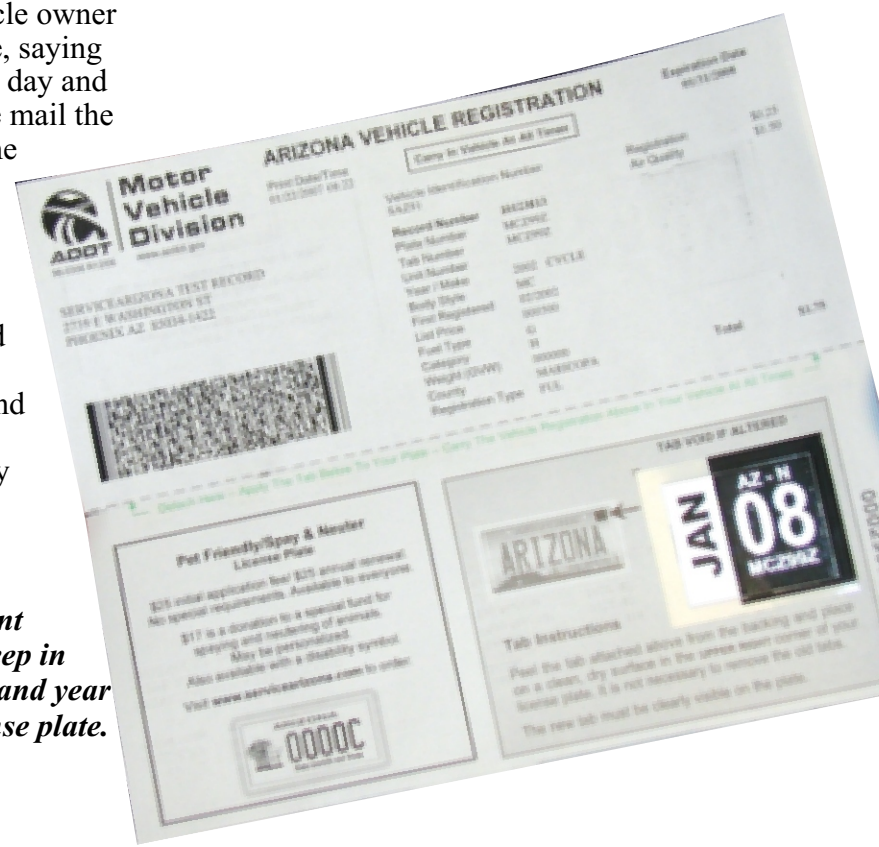
The ServiceArizona renewals are printed twice a day in the ADOT mailroom, so it's possible that with quick work by the mailroom staff and the right timing with the U.S. Postal Service, renewals can be in customers' hands faster than previously possible. In fact, one vehicle owner e-mailed MVD to express his pleasure, saying he renewed his registration online one day and received the registration and tab in the mail the next day. "I'm very impressed with the speed," he wrote. "I also like the idea of having the vehicle's license plate number printed on the tag."

In the next phase, renewals sent to MVD by mail will get the new tab and form. It's planned for roll-out this summer. The last phase, toward the end of the year, will cover renewals done over the counter at MVD or third party provider offices.

The new vehicle registration document consists of the registration form to keep in the vehicle and the combined month and year tab to peel away and affix to the license plate.

With the month and year both on the new tab, the separate month tab is being phased out.

Although the changeover may sound simple, it involved extensive intra- and inter-departmental coordination. The project also required special printers and programming to print the renewal notices, registration forms and tabs. Along with representatives from many MVD work units, the project team included members from ITG, the ADOT mailroom, and departments of Public Safety and Environmental Quality. 



The image shows a sample of the new Arizona Vehicle Registration form and the corresponding registration tab. The form is titled "ARIZONA VEHICLE REGISTRATION" and includes fields for "Come In Vehicle At All Times", "Vehicle Identification Number", "Record Number", "Plate Number", "Tab Number", "Year / Make", "Body Style", "First Registered", "List Price", "Fuel Type", "Weight (GVWR)", "Category", "Registration Type", "Expiration Date", "Registration Fee", "Total", and "Tab Number". The tab is a small rectangular piece of paper with the text "ARIZONA" and "JAN 08 MCDIAZ" printed on it. Below the form, there are instructions for the user to peel the tab off the form and affix it to the license plate.

Sarah Wuertz lauded for efforts ADOT receives SECC recognition

For meeting or exceeding its goals for this year's State Employee Charitable Contribution (SECC), the Arizona Department of Transportation received the distinction of receiving the Spirit of Giving Award.

At the awards banquet held at St. Vincent de Paul Society in Phoenix, ADOT chairman for the SECC, Sarah Wuertz, received the *Touch a Heart Award*, for her years of volunteer service to the SECC, and for her efforts in leading ADOT to exceed its goals.

Co-chairmen for ADOT SECC solicitations are Vicki Joralmon of ITD; and Tammy Martelle of Aeronautics Division, who helped ADOT meet it's goal of raising pledges in the amount of \$206,132. The average annual contribution by employees of ADOT is \$107.

2,031 ADOT employees pledged to participate in the campaign, exceeding its anticipated goal by more than 150 employees, according to Wuertz. Leadership Givers (those who donate more than \$1,000 for the year), and Super Givers (those pledging one hour of pay per pay period for the year), both exceeded the agency's projections.

Wuertz commented that the dollars pledged "represent actual people dollars. These are actual amounts that are pledged by ADOT employees, with no matching funds from management."


SECC is a statewide organization of state employees who in connection with the Valley of



Photo by Edwin Burrows

Sarah Wuertz, chairman of the State Employee Charitable Campaign for ADOT, receives the Touch a Heart Award for her dedication and service to the SECC. Presenting the award is Pat Stevens, SECC agency chairman.

the Sun United Way raise funds for donations to more than 600 health and human services, preservation, and animal support groups.

Funds are raised through solicitation of payroll deduction pledges, or one-time donations; and through employee fund raising activities throughout the year. Employees may direct which agencies receive their donations. 

Smoking ban in state vehicles enforced

Smoking will no longer be permitted in state-owned and operated vehicles and equipment.

With the passage of Proposition 201 – Smoke Free Arizona, the state's smoking policy went into effect on May 1. The new law requires state vehicles to be marked with signage prohibiting smoking, according to John Nichols, physical plant operations administrator.

ADOT Policies and Procedures Supplement 6.03 is being rewritten to include the new law.

The restrictions apply to approximately 3,000 ADOT vehicles, from sedans to pick-up trucks, and heavy construction vehicles, Nichols said.

Persons witnessing violations of the no-smoking policy are encouraged to report the incidents to the Arizona Department of Health Services' Smoke-Free Health Line:

1-877-429-6676

Additional information may be found at:

www.smokefreearizona.org



Traveler advisory system crosses the border

Sonora, Mexico links with Arizona's 5-1-1 and az511.gov technology

The traffic and highway condition advisory system that has proven so successful in Arizona is now going international. 5-1-1 has crossed the border into Mexico.

At a meeting of the Arizona-Mexico Commission, Darrell Bingham, manager of ADOT's Information Technology Group (ITG) gave an update on the progress of the partnering efforts to include Sonora, Mexico in the 5-1-1 reporting system. ITG maintains Arizona's statewide traveler information Web site az511.gov and the popular 5-1-1 telephone system that allows travelers to access up-to-the-minute road and weather conditions in Arizona.

On April 26, while the commission was meeting in Tubac, the Sonora link to the 5-1-1 system and the az511.gov Web site went live.

"Because of the increased volume of tourism and commodity transports between Arizona and our neighboring border state to the south, it only makes sense to include Sonora traffic information in our 5-1-1 and az511.gov systems," Bingham said, "Travelers on both sides of the international border need to know about conditions when traveling in the neighboring state."

Speaking about the success of 5-1-1 in Arizona, Bingham reported that on January 22, 2007, 5-1-1 received its 3-millionth call. "This milestone was reached during the period when we had one of our worst snow storms January

22-24. In January, we received a record number of hits (nearly 45 million) on the Web site and a near-record number of calls (over 145,000) to the 5-1-1 number," he said.

"We are delighted with the acceptance of the 5-1-1 system in the first five years of its implementation in Arizona," Bingham told the Arizona-Mexico Commission.

The key to Arizona's 5-1-1 and az511.gov systems is the Highway Condition Reporting System (HCRS) software. Operators routinely input information into both systems that keep motorists apprised of traffic volume, roadway restrictions, and weather conditions that may impact their travel and safety. In January, technicians from Sonora were trained in the use of HCRS software.

In 2002, Arizona was the fifth state to become involved in the federal implementation of 5-1-1. The system provides useful information on travel patterns, roadway conditions, incidents and live camera images from roadways. In Arizona, HCRS information is gathered and posted by operators at the ADOT Traffic Operations Center (TOC) in Phoenix. A similar TOC is being implemented in Tucson.



Emergency preparedness at home is vital practice

"Are you ready," asks Bill Tait, ADOT emergency manager.

This is a question everybody asks, like: are you ready for retirement, ready to buy a new home, ready for the next promotion? And they even ask if you are ready for death. But rarely does anyone ask if you and your family are ready for a disaster.

"We live in a state that doesn't encounter the imminent threat of hurricanes, tornadoes or earthquakes. In fact the vast majority of us live in areas that are not plagued by floods or wild-land fires," Tait says, "so when someone asks if we have an evacuation kit ready, it may sound like a silly question that is too easy to ignore.

"We are not immune from disasters. In the past we have experienced major power outages, as well as unexpected, and violent windstorms," Tait reminds us. "And we now live with the threat of terrorism. Ignoring the question, 'are you ready,' is done so at ones' own peril," he reminds us.

Tait, who has made a lifetime study of emergency planning, is interested in making ADOT employees prepared for emergencies on and off the job. He says that getting ready for a disaster or an emergency is a never-ending personal commitment that cannot be completed passively. It takes time and effort to rotate food and water, to arrange clothing, bedding and

Continued on Page 9, Column 3

Central Lab workers aid fellow-employee, lead police to suspected carjackers

With less than a month on the job at Materials Group Central Lab, Melissa Tellez, has developed an appreciation for four of her co-workers who came to her rescue recently.

The new employee praises the swift actions of fellow-employees Alex Durazo, a transportation engineering specialist; Lalo Ramirez, transportation construction technician; Bob Coble transportation construction technician; and Ati Buki, laboratory maintenance technician. The four men came to her aid when two men attempted to carjack her vehicle in the parking lot across the street from the lab at 1221 North 21st Ave. in Phoenix.

On March 15th, as Melissa was leaving work for the day, she was approached from behind by a man. "He grabbed my keys and pushed me," she told investigating police officers, "I struggled and got my keys back, but he got in my car and tried to start it with another key. I yelled, and yelled, and when he could not get the car started, he ran," the victim said.

As the man and another accomplice, acting as a look-out fled, Tellez got in her vehicle and drove across the street to the front of the lab. "I honked and honked my horn for help," she says.

The four lab employees came to her assistance and after she told them of the incident and described her assailants, the fellow employees

gave chase in their personal vehicles and located the suspects. They kept an eye on the two men from a distance and notified the Phoenix Police of their location.

When police arrived, they apprehended the suspects without incident. Police said that they found in their possession, a large quantity of house and vehicle keys, indicating that the suspects may have been involved, or intended to commit other offenses.

Because of their assistance, these employees probably got a couple of people off the street that had been involved in a lot of other crimes," according to Jim Delton, assistant state engineer in charge of the Materials Group.

Delton has nominated the four employees to receive paid recognition leave. If approved, the four lab workers will be given up to eight hours paid leave. "We appreciate them coming to the aid of a fellow-employee and taking swift action," Delton said.

"If it were not for these brave and courageous men, the criminals would still be out there," Tellez says, "I really appreciate their assistance and thank them for going above and beyond their duties." Tellez had began her duties as a front desk receptionist at the lab three weeks before the incident.


Emergency preparedness

Continued from Page 8

medical supplies; and remembering to maintain a half tank of gas in your vehicle. "Emergency preparedness is one area in your life that you cannot afford to gamble with," he says.

"When you are sheltered in your home with your family and the tap water is not drinkable, it is too late to remember to stock one gallon of water per person per day," he points out. "If a disaster separates you from your loved ones it is too late to be thinking about the reunification plan that you were supposed to have developed and rehearsed with your children. When the roof is blown off your house, it is too late to think about an insurance policy that you should have had in place before the storm," he says, emphasizing the need to be ready.

Tait encourages employees to go to the ADOT Internet site and click on *Homeland Security* under the *Quick Links* in the lower right corner of the page. There, click on *Employee Readiness* and read the *Personal and Family Preparedness Guide*. He recommends that you print it out and share the information with your family. "If you don't have a 72-hour kit prepared, make that your priority, and above all else, involve your children in the preparedness" he recommends.

For questions about getting ready at work and at home, contact Bill Tait, at 602-712-8952 or wtait@azdot.gov. 

Paving the way for future highway engineers

Greg Gentsch (the big kid on the right), Tucson District engineer, went back to school for a day to give students of Summit View Elementary School in Tucson an overview of the life of a highway engineer. Gentsch spoke to approximately 100 fourth-grade children, sharing his experiences as a civil engineer and told them about the type of education needed to become an engineer. Wearing plastic ADOT hard hats, the students had an opportunity to play with toy graders, dump trucks and loaders. Perhaps someday we will see some of them driving real life construction equipment for ADOT. Gentsch, a 16-year employee of ADOT, also teaches as an adjunct faculty member at his alma mater, Northern Arizona University.

Photo by Antonio Conte, Tucson Construction



Slight rate increase forecast for retirement contributions

Contribution rates for the 2007-08 fiscal year paid by active members and their employers will increase slightly beginning July 1.

Based on an annual actuarial analysis of the defined benefit plan, health insurance premium benefit and long-term disability programs, the contribution rate will increase from 9.1 percent this year to 9.6 percent beginning July 1, 2007. Because the ASRS pension plan is a match plan, the contribution rate is for both the employee and the employer.

The new contribution rate reflects 9.1 percent for the defined benefit plan and health insurance premium benefit, and 0.5 percent for the long term disability plan. The long term disability rate has remained steady the past five years.

The increase is primarily due to past improvements to the benefit package, low historic contribution rates, low mid-term investment returns, and changing member demographics.

Improved investment performance over the past two years has helped mitigate larger increases in the contribution rate. Projections continue to show the rate increasing slightly over the next several years, peaking at about 10 percent in 2012 and then beginning a slight downward trend.

ADOT Leadership Network provides timely topics and encouragement for managers

Avoiding Shock is the topic of discussion for the next meeting of the ADOT Leadership Network (ALN). The discussion is intended to provide leadership strategies for managing a diverse workforce, and explore resources for now and the future.

The meeting will be held Tuesday, June 5 from 7:30 a.m. to 12 noon in the Grand Canyon Room at HRDC, 1130 N. 22nd Ave., Phoenix.

Director Victor Mendez will give an update on ADOT's incentive pay plan.

Rita Anne Johnson from the Arizona State Retirement System will discuss how the ASRS compares with other retirement programs. She will address such questions as how safe is our money, and how does pension pay work with Social Security.

To register to attend the meeting, or for more information about the ALN visit their Web page at:
www.adotnet/aln/

Nancy Gomez, Human Resources manager for ADOT will speak about strategies for managing our future workforce.

A representative of the American Association of Retired Persons (AARP) is scheduled to discuss financial planning and budgeting strategies for different stages of our careers.

Judy Barrette and LeRoy Brady will present workforce demographics; including employee age, years of service, absenteeism statistics, and current trends.

Richard Travis, recently appointed deputy director for ADOT, will be introduced to the attendees.

"The ALN is an excellent opportunity for middle and upper management to expand their leadership skills by developing a network for sharing resources, problem solving and support. Networking is a key factor to success," according to Carolyn Upton, a member of the ALN Steering Committee.

"Meetings provide an open forum for identifying and discussing real business issues, and clarifying the roles and accountabilities of ADOT leaders," Upton says. "We focus on developing strategies for workplace challenges, enhance cross-divisional communication and build awareness of ADOT's Strategic Plan."



John Curley, Ganado Maintenance employee finishes Boston Marathon

Freezing rain and bitter-cold temperatures did not deter John Curley's determination to complete the *Boston Marathon*. The ADOT employee from Ganado Maintenance Yard finished the 26.2 mile race with a winning smile in 3 hours and 17 minutes.


The highway maintenance technician placed 815th in a field of 5,210 male runners between the ages of 40 - 49. "It was cold and miserably damp," 42-year-old Curley said, "I had to stop three times because of leg cramps."

Curley believes that if it were not for the delays, he could have finished the marathon in less than three hours as he did in a local marathon. But he makes no apologies for his showing. "Finishing the race was all that matters for me," he says. Running in the historical *Boston Marathon* had been a life-long dream of his.



John Curley

Curley was featured in the cover story of the March, 2007 edition of *TRANSEND* after making a good showing in the *P.F. Chang's Rock and Roll Marathon* in Phoenix.

For Curley, who runs an average of 30 miles a day, racing is not about beating out competitors, but about self discipline and good health. He encourages others to participate in the physical aspect of wellness. 

Comments and Kudos

Two women sent a letter of appreciation for the assistance that an Equipment Services employee rendered to them when their vehicle sustained two flat tires.

Andrew Gryzynger, a training instructor for Equipment Services in Phoenix, had been traveling to Indian Pine Maintenance Yard to conduct a training class when he came upon a traffic accident along US Route 60 about two miles north of State Route 73 in a remote part of the Apache-Sitgreaves National Forest.

In a letter addressed to Gary Lewis, Chief Training Officer for Equipment Services, Fran Church of Scottsdale and Elle Levenson of Denville, New Jersey, relate this account:

"We were traveling to Show Low, when our car hit a bolder in the road, causing, not one, but two flat tires and bent rims," writes Ms. Church. "The car behind us swerved and barely missed the bolder. The following car, [an ADOT vehicle] driven by Andrew, hit the bolder, result-ing in a flat tire and bent rim on his vehicle.

"Wisely, Andrew moved the bolder from the highway. Only then did he change his flat tire. He then drove [Ms. Church] to the nearest service station to call the AAA, as there was no cell phone service in the area."

Unable to obtain adequate road service for the women's vehicle, Gryzynger returned Ms. Church to her stranded vehicle where he put the spare tire on one of the wheels.

"By this time it was getting dark. Concerned for our safety in this remote area, Andrew waited with us until the AAA [service truck] arrived three hours later. During the wait, he gave us sound advice on how to handle this type of situation.

Milestones in Service

35 years

Beverly J. Sylvia, MVD, South Mountain

30 years

Marion Y. Dasher, MVD, Renew by Mail

Christopher J. Durfee, ITD, Structural Materials Testing

Randy D. Gallup, ITD, Salt River Construction

Cynthia L. Meeker, MVD, Technical Support

25 years

Douglas E. Kratina, ITD, Tucson District

Burt C. Neptune, ITD, Regional Traffic Operations

"We and our families are appreciative that someone of such high character came to our aid. It is difficult to imagine how we would have handled our difficulty without Andrew's assistance. He is a role model and a credit to ADOT and the Equipment Services Group.

Elle Levenson and Fran Church

15 years

Amelia M. Altamirano, ITD, Phoenix Maintenance Group

Bill H. Echols, TSG, Equipment Services Yuma Shop

Elizabeth J. Kinkade, ITD, Phoenix Maintenance Group

Richard W. Mars, TSG, Audit and Analysis

10 years

Maria Amador, MVD, Driver Improvement

Carrie J. Harmon, TSG, Equipment Services Northern Region

Jacqueline J. Hostetler, ITD, Materials Group

Maria E. Jimenez, MVD, Technical Support

Raul Jimenez, TSG, Equipment Services

Jacqueline Lenoble, ITD, Natural Resources

J. H. Martinez, MVD, Third Party

Vidalina Roman, MVD, Third Party

Richard Ruelas, ITD, Phoenix Maintenance District

Richard Thompson, ITD, Phoenix Construction District

Practical Ethics

The ADOT Way

By Karen Mills and Dian Work

The principle of democracy

While the term democracy is typically used in the context of a political state, the principles of democracy are also applicable to the way we do business in ADOT. Democracy is a principle which encompasses the broad acts of citizenship.

As public employees, we honor and respect the principles and spirit of representative democracy and set a positive example of good citizenship by scrupulously observing the letter and spirit of laws and rules.

Polls show that the public has a very jaundiced opinion of government:

- In 1966 most of Americans polled (76 percent) said they trusted the government to do what was right most or all of the time.
- By 1992, the level of trust had dropped to 28 percent.

The New York Times Magazine, 10/16/94

- Only 8 percent of Americans say they have a great deal of confidence in the federal government.
- Only 9 percent have such confidence in local government.

Harris poll, Business Week, 3/13/95

With opinions like this it is imperative that our actions at ADOT work to improve the confidence of the public. We must:

Obey all laws and rules. A Nestle Social Research Programme questionnaire of 1,136 people between the ages of 11-21 defined a good citizen as “one who obeyed the laws.” Of those participating in the research, 90 percent ranked this as number one. Public employees have a special obligation to obey all laws and regulations because their illegal acts take on a public dimension that goes far beyond the violation itself.

Avoid artifices and schemes that undermine the spirit of the law. When public employees seek to circumvent the spirit or purpose of laws, they tend to undermine the public’s confidence in government and diminish the public’s commitment to civic responsibility by legitimizing self-interested evasions of public policy. Public employees should not engage in games and schemes to exploit loopholes or ambiguities in the law in a way that undermines their spirit and purpose.

U.S. Supreme Court Justice Brandeis (1856-1941) said, “Our government is the potent, the omnipresent teacher. For good or for ill, it teaches the whole people by example. If the government becomes the law-breaker, it breeds contempt for the law; it invites every man to become a law unto himself.”

Remember, you are the government.

Retirements from ADOT

Randolph J. Allenstein, ITD, Maintenance Group, 21 years

James E. Auer, ITD, Phoenix Construction District, 22 years

Kearby L. Clement, ITD, Traffic Design, 17 years

Shirley Coleman-Dean, MVD, Customer Service, 28 years

Peter N. Francis, TSG, Office of Inspector General, 27 years

Benjamin Gamez, TSG, Revenue Audit, 20 years

Karen R. Mills, TSG, Director’s Office, 22 years

Kenneth Emil Norenberg, TSG, Office of Inspector General, 33 years

Thomas L. Sheik, II, TSG, Office of Inspector General, 8 years

Nick Stathos, ITD, Highway Maintenance, 28 years

Stephen M. Timarac, MVD, Executive Services Group - Facilities, 10 years

Lloyd A. Wilz, MVD, DOSS/ Communications Unit, 15 years